

13 SLOCEA - Clerical	Rate:	Description:
County Retirement Contribution	18.22% CEA	Rate x Hourly Rate x Hours Worked
County Pickup of Employee Retirement	8.75%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	6.03%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		SLOCEA Misc. Members (CEA)/Tier 2 eff 4/17/11, Tier 3 eff 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$750.58/mo	\$631.58/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 12/14/2004 No cashout for new hires opting out of medical coverage on or after 2/15/15. No cashout for all employees who newly opt out of medical on or after 1/1/2016.
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Post Employment Health Plan	\$50/mo	Universal VEBA through Nationwide. Post employment health plan that provides reimbursements for qualified health care expenses. Contributions postponed January - June 2010
Education Allowance	\$400/yr	\$52,000 total per fiscal year starting 07/01/2006; \$54,000 for fiscal year 07/01/2007 for units 01, 05, 13
Mileage Reimbursement	.54/mi	Effective 01/01/2016
	.575/mi	Effective 01/01/2015
Summer Care Scholarship	need-based	\$15,000 total per fiscal year for units 01, 05, 13, 11. Administered by SLOCEA beginning in 2005.
Evening Shift Differential	5% x hr rate	6pm to 11pm hours for non-flex or 3pm to 11pm if shift ends on or after 10pm WT 1200 = Base; WT 1255 = Eve Differential
Night Shift Differential	10% x hr rate	11pm to 7am hours for non-flex schedules WT 1200 = Base; WT 1256 = Night Differential
MH Inpatient Differential	\$1.50/hr	All employees whose primary workstation is the Mental Health In-patient Unit
Bilingual Pay - High Use	\$100/mo	Approved by Human Resources
Bilingual Pay - Low Use	\$60/mo	Approved by Human Resources
Standby/On Call	\$2.75/hr	Permanent employees
Standby/On-Call	\$3.35/hr	SART Nurses & SART personnel
Consultation Standby	\$1.15/day	Can be paid \$25/mo with approval (WT 1310)
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkd	Accrued in CTO quota
Overtime	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half
Overtime with Evening Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1255 = Eve Diff'l
Overtime with Night Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1256 = Night Diff'l
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours actually worked (excludes paid leave hours)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	2080 hours (260 days) max accrual; payoff @ hourly rate for 50% of hours up to 1440 after 5 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of services required
Holiday	12 days/yr	
Annual Leave 12 day cap	12 days/yr	Employees may sign up at any time, but withdrawal must be in August

Holiday Pay	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half
Holiday Pay with Evening Differential	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half; WT 1255 = Eve Diff'l
Holiday Pay with Night Differential	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half; WT 1256 = Night Diff'l
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to the end of the 4th year Beginning of fifth year to the end of the 9th year Over ten years of service Maximum payoff of 320 hours after 6 months of service
Pay-in-lieu Program	40 hrs/fiscal yr	One time per fiscal year, permanent employees with a minimum balance of 200 vacation hours may sell back vacation hours. Additionally, employees must have used 40 hours of vacation in the current fiscal year to be eligible.
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Witness Pay		Regular pay for being a witness in a case related to job
Paid Military Leave	20 days/fiscal yr	20 working days or 1 month's salary maximum when called to active duty
Use of County Vehicle	\$1.50 each way	The value of commuting to and from work will be taxed
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
State Disability Insurance (SDI)	0.90%	2016 employee paid on wages to \$106,742 max with Admin fee of .05%